



Gail Callahan
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EDUCATION

1998	Ed. D., University of Northern Iowa Dissertation Topic: A Case Study of One Iowa Public School Superintendent's Evaluation Process
1988	M.A.E., University of Northern Iowa Education Administration
1974	B.A., University of Northern Iowa Teaching

EXPERIENCE

2001-Present	Principal- West High School Waterloo Community Schools- Waterloo, Iowa
1998.2001	Principal- Hoover Middle School Waterloo Community Schools- Waterloo, Iowa
1997-1998	Principal- English as a Second Language Orientation Center Waterloo Community Schools- Waterloo, Iowa
1992.1998	Principal- Elk Run Continuous Progress Elementary Waterloo Community Schools- Waterloo, Iowa
1996.1997	Coordinator, Section 504 Compliance Waterloo Community Schools- Waterloo, Iowa
1996.1998	Facilitator, Bilingual Education K-12 Waterloo Community Schools- Waterloo, Iowa
1994.1996	District Facilitator of Home-School Assistance Program Waterloo Community Schools- Waterloo, Iowa
1989-1992	Assistant Principal- Central Intermediate School Waterloo Community Schools- Waterloo, Iowa

1984.1989	Resource Teacher of Gifted Education-Literature Waterloo Community Schools- Waterloo, Iowa
1979.1984	Teacher- Roosevelt, Edison, and Grant Elementary - TAG Waterloo Community Schools- Waterloo, Iowa
1977-1979	Teacher- Squaw Creek Elementary - TAG Cedar Rapids Community Schools- Cedar Rapids, Iowa
1975.1977	Teacher- St. Albans Technical School-Vocational Education St. Albans, Victoria, Australia
1974.1975	Teacher Norway Community Schools- Norway, Iowa

PROFESSIONAL ACCOMPLISHMENTS / INITIATIVES

West High School (2001-present)

ACT 2011 Annual Conference – presentation- I'm Tyler
 (Ability Awareness Education)
 FINE Foundation Invitational Working Conference 2006
 SAI – Wallace Grant Leadership Standards Planning 2006
 R 4 High School Redesign Teaming 2005
 Freshmen Houses 2005
 Freshman Intensified Learning Labs 2005
 Learning Center (grades 10-12) 2005
 SPA (Students' Personal Advisories) Implementation 2004
 Smaller Learning Communities Implementation Grant (\$699,000) 2004
 Smaller Learning Communities Planning Grant (\$88,000) 2002
 Iowa Project School Program – International Center for Education and
 Iowa Department of Education

Hoover Middle School (1998-2001)

Interdisciplinary Teaming TEAM Voyage 1999-present
 Hoover Climbing Wall Project (\$32,000) 2000
 Middle School Concept study and implementation

English as a Second Language Orientation Center (1997-98)

Skill Assessment
 Culturalization
 Survival Literacy programming

Elk Run Continuous Progress Elementary School (1992-98)

Multi-age continuous progress concept (\$50,000 Phase III Excellence Grant) 1993

Kids' City Community Playground (\$81,000) 1993

Transitional Bilingual Programming 1995

DOE Migrant Education Funds (\$20,000) 1995

Bureau of Refugee Services – Des Moines (\$24,000) 1996

IBP Funding (\$55,000) 1997

PROFESSIONAL ORGANIZATIONS / ACTIVITIES

SAI (School Administrators of Iowa) President AEA7, Rep. Council, Principal Evaluation Committee

NASSP / AASA / ASCD

WASA (Waterloo Association of School Administrators)

Phi Delta Kappa

HONORS

2005 Fine Arts Administrator of the Year Award
Iowa High School Speech Association

1998 J.S. Latta Scholarship for doctoral dissertation study
Department of Educational Leadership, University of Northern Iowa

REFLECTION AND PHILOSOPHY

I am a people-centered leader...one who is most comfortable with the diversity of people and their issues. I am intrinsically motivated and highly creative. I love a good problem to work on with other motivated and talented people. I thrive on the quest for excellence, which always involves problem solving and trouble-shooting. Meaningful change invigorates me as I see opportunities to envision a future which is better than today.

I reflect on my practice and most importantly on how others may view my actions and me. My reputation is important to me. It is one of my most valued assets. I believe in trusting others so that meaningful relationships may grow and bloom.

I share leadership opportunities whenever I can in order to empower and nurture shared decision-making and collaboration. I celebrate the accomplishments of others whenever it is appropriate. I think that you must have fun and laugh as hard as you can...everyday. People need choice, power, freedom, challenging work and fun in their jobs to be as productive as possible. All school administrators are educational leaders who promote the success of all students.

The inspirational quotes that guide my daily life come from Mahatma Ghandi:

**Learn as if you are going to live forever.
Live as if you were going to die tomorrow.**

My life is my message.

REFERENCES

Dr. Gary Norris, Superintendent, Waterloo Community Schools
1516 Washington Street
Waterloo, Iowa 50702
319-433-1800

Dr. Dewitt Jones, Former Superintendent; Waterloo Community Schools
3541 Inverness Road
Waterloo, Iowa 50701
319-2391962

Dr. Troyce Fisher, Former Executive Director; SAI (School Administrators of Iowa)
12199 Stratford Drive
Clive, Iowa 50325-8146
515-249-1813

Mary Meier, Director of Supplemental Programs; Waterloo Community Schools
1516 Washington Street
Waterloo, Iowa 50702
(319) 433-1800

Don't count the breaths you take; count the moments that take your breath away.